



Report on Maine Construction Wage Rates 2001/2002

2001 Construction Wage Highlights

The average hourly wage and benefit rates for 2001 were:

- ✓ \$13.39 for industry-wide—a 3.3% increase from 2000 plus \$2.45 benefit rate.
- ✓ \$13.25 for building construction—a 3.4% increase from 2000 plus \$1.70 benefit rate.
- ✓ \$13.55 for highway and heavy construction—a 0.1% decrease from 2000 plus \$3.15 benefit rate.
- ✓ \$13.74 for special trades—a 4.9% increase from 2000 plus \$2.46 benefit rate.

The 2001 survey contacted 2,927 construction firms. Of these,

- ✓ 2,420 survey forms were returned. Of these,
 - 771 forms covering 13,072 trades workers (41% of total construction company employees*) were used to determine wage rates.
 - 1,615 forms were from companies with less than 5 trades workers, which by law cannot be used for determining the prevailing wages.
- ✓ 34 companies were eliminated for various reasons.
- ✓ 507 survey forms were not returned or were received too late to include.

Changes to the Prevailing Wage Process:

- ✓ Rules were promulgated for interpreting the Prevailing Wage Law.
- ✓ There are now four construction types: Building 1, Building 2, Highway & Earthwork, and Heavy & Bridge.
- ✓ Wage data was collected by County rather than by an 'Area' (group of counties).
- ✓ Wage determinations are issued by county using a formula that was set forth in the rules.

***Source of September 2001 employment data:** Maine Department of Labor, Division of Labor Market Information Service, Nonfarm Wage and Salary Employment.



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Introduction

The goal of the prevailing wage law is to create a level playing field for all contractors bidding on State contracts and to ensure that workers are paid fairly at the prevailing wage. It encourages contractors to use experienced and skilled workers on State projects. This is similar in purpose to the Federal Davis-Bacon Act that covers Federally funded projects, although the two laws vary significantly.

The Prevailing Wage Rate on Construction Projects Law (26 MRSA §§ 1304 –1315) requires the Department of Labor, Bureau of Labor Standards to conduct an annual survey of construction contractors. Each year the survey collects information on hourly wages and benefits by trade for the second and third weeks of September. Prevailing wage rates and determinations for each year are based on the survey conducted the previous year.

Starting with the 1999 survey, employer paid benefit data has been collected due to a change in the Prevailing Wage Law in July 1998. Survey data is used to set the minimum wage and benefit rates to be paid on State contracted public works projects estimated to cost \$10,000 or more. By law, the statistical median is used to determine the prevailing wage and benefit rates. (See Appendix 5) The median is defined as the wage and benefit where 50% of the workers are paid less and 50% are paid more.

The survey and the majority of the work that went into determining the 2002 rates were performed in 2001. This publication is divided into four parts summarizing the 2001 and 2002 prevailing wage rate process, as follows:

- I. Summary of the Prevailing Wage Rate Determinations for 2001.
- II. Summary of Changes in the 2001 Survey and 2002 Prevailing Wage Rate Determination Process.
- III. The Survey in 2001 and Statistical Results.
- IV. Prevailing Wage Rates for 2002.

Section I describes the survey activities for the year 2000 that were used to set the wages listed on the wage determinations processed in 2001. Sections II and III relate to the process for the 2001 survey. The results of this survey were used to generate the 2002 prevailing wage rates presented in Section IV. Overall, this publication summarizes the Bureau's work on the prevailing wage results for the year 2001.

Wage and benefit rates are set for construction trades that have ten or more workers statewide. Rates are developed for four types of construction: building 1 (one or two family homes), building 2 (buildings other than one or two family homes), highway and earthwork, and heavy and bridge.

The prevailing wage requirement in Maine dates from the early 1930s, but received a major rewrite in the mid-1960s. In 1998, the Maine Turnpike Authority was included under the jurisdiction of the Prevailing Wage Law. Benefits were added to the wage determinations beginning January 1, 2000.

Section I: Summary of Prevailing Wage Rate Determinations for 2001

Determination Details

Determination Requirements

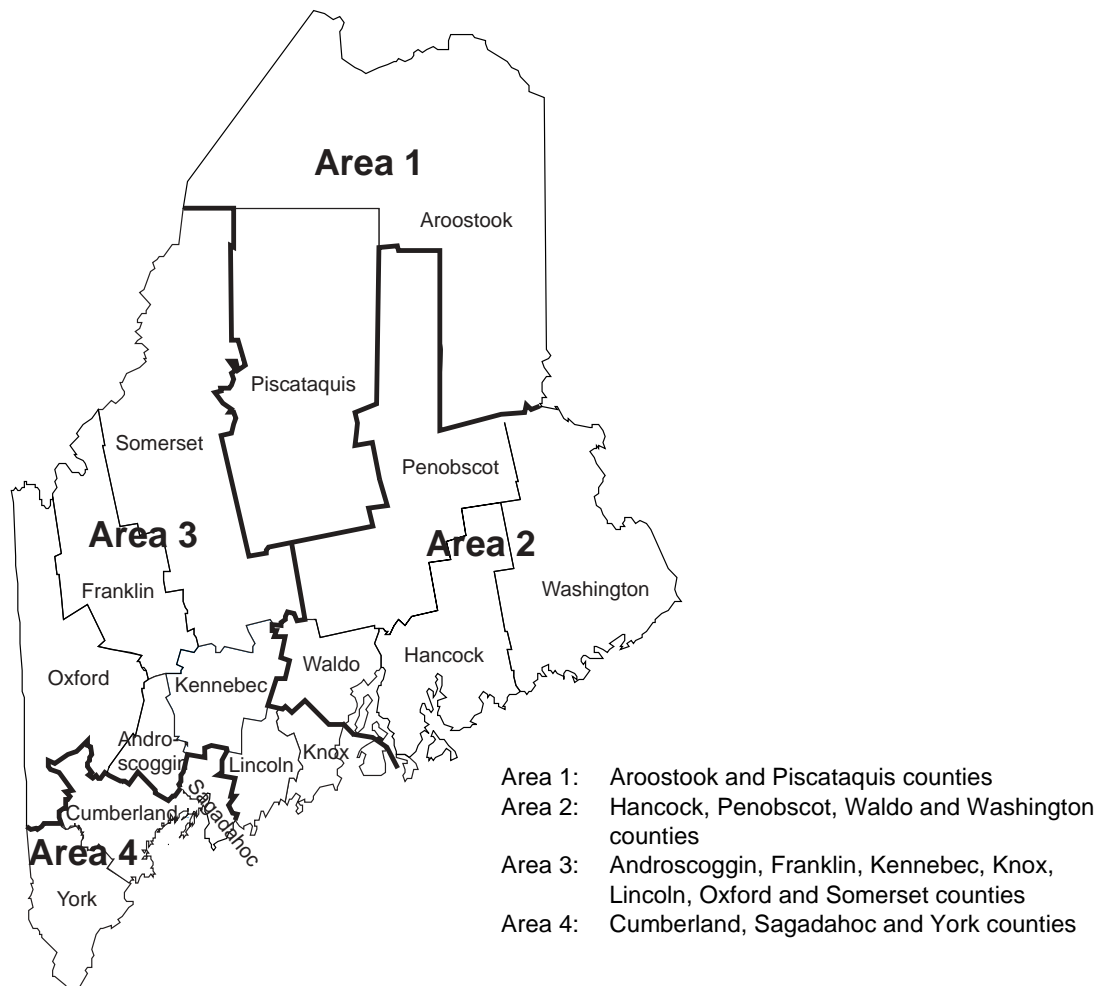
Each construction project over \$10,000 funded with State money, in whole or in part, is required to have a determination attached to the bid document. The determination lists the minimum hourly wages and benefits the construction workers are to receive while working on that particular project. See Appendix 1 for a sample wage determination. An official determination must be posted at the work site where the wages apply. When an investigation is conducted, based on random selection and by complaint, the investigator checks for the posting of the determination as well as other labor violations.

The determinations and the wage rates for 2001 are based on the survey conducted in 2000.

Areas

For the 2000 survey and the 2001 wage determinations, the state was divided into four areas. (See Figure 1)

Figure 1



Determinations Issued

Determinations are issued in accordance with the type of construction involved and by the “Area” of the State where the construction will be done. For the 2001 wage determinations there were three types of construction and the State was divided into four areas as shown in Figure 1. This contrasts with the 2002 rate process, which is based on four construction types and the 16 counties, as, explained in Section II.

Table 1 lists the number of wage determinations issued for each type of construction in each area for 2001. See Figure 1 for counties included in each area.

Table 1

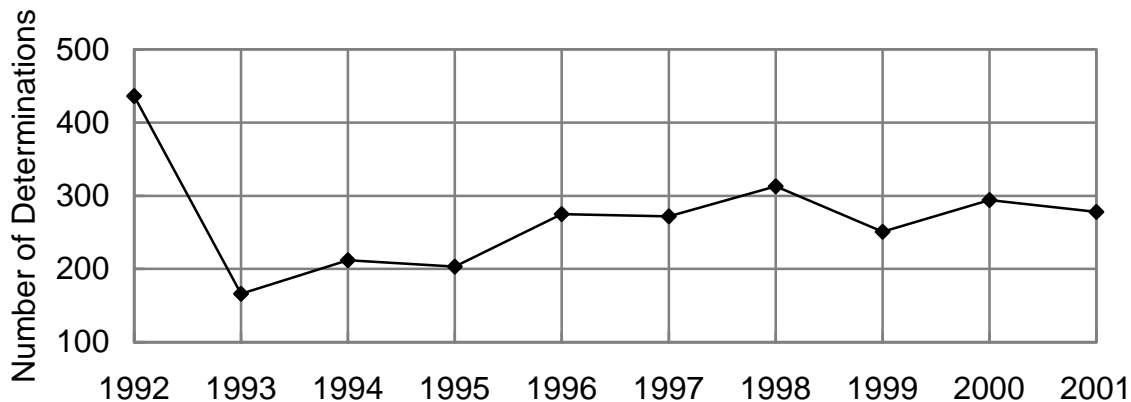
**Number of Determinations Issued for 2001
Area by Major Construction Type**

	Building	Highway	Heavy & Bridge
Area 1	14	3	2
Area 2	85	18	12
Area 3	57	10	6
Area 4	42	15	10
Combined Areas	1	2	1

Figure 2 tracks the number of determinations issued from 1992 through 2001. The large number of wage determinations issued in 1992 was because of the “Jobs Bonds” that made more money available for construction. This increase was followed by a sharp decrease in 1993. The number of wage determinations issued has fluctuated since then.

Figure 2

Determinations Issued, 1992-2001



Section II: Summary of Changes in the 2001 Survey and 2002 Prevailing Wage Rate Determination Process

Background

Changes to the Prevailing Wage Rate Process

Rule Making

In accordance with the directive issued by the Commissioner of Labor following the appeal hearing in 2000, rules were promulgated for interpreting the Prevailing Wage Law to address:

- Whether the three-digit SIC codes properly reflect the definition of “like construction”;
- Whether there is a ‘statewide labor market’ or other ‘appropriate circumstances’ which would allow the setting of statewide prevailing wage rates;
- Whether the current manner of collecting and utilizing benefit information is in keeping with industry practice and the intention of the legislature in amending the Prevailing Wage Law to include setting prevailing wage and “benefits”; and
- How the new system of “split rates” should be implemented.
 - If a contractor requests a wage determination for a project that involves more than one of the four categories, they will receive a separate wage rate for each category that is estimated to cost \$50,000.00 or more - this is called a “Split Rate.”

The intent of the rules is to establish definitions and procedures to ensure the consistent and fair administration of the Minimum Wage Rates on State Construction Projects Law as presented in Title 26 MRSA §§ 1304 –1315. (See Appendix 6).

Type of Construction

The construction types were expanded from three categories to four. Building construction was divided into two categories to more appropriately reflect the work involved during construction: Building 1 refers to one or two family homes and Building 2 refers to buildings other than one or two family homes. Some types of construction projects, such as athletic fields, brush cutting, outdoor tennis court construction and others that were not appropriate under “heavy construction” were included with “highway,” changing that group to the classification of “Highway & Earthwork.” The only change to the Heavy and Bridge classification was moving some types of projects to the Highway and Earthwork classification. See Appendix 2 for a breakdown of the activities involved in each of the four classifications.

Locality

Beginning with the 2002 Prevailing Wage Rates, wages were set by starting with a county and those immediately adjacent, and continuing outward with adjoining counties by the number of workers in the construction type, until at least two-thirds of the statewide wages can be set. This contrasts with previous years where the State was divided into four mutually exclusive areas. The 2001 survey collected data by county; beginning with 2002, wage determinations will be issued by the county in which the work will be done. If a project covers more than one county, a special computer run will be done to combine the rates for the multiple counties.

Average versus Median Wages

This publication reports construction wages in two ways:

Table 2 and Figure 3 are based on the **Average** wage paid on construction jobs in Maine. The data for these figures is based on the employer's standard industrial classification (SIC).

By statute the **Median** wage is used to determine the minimum rate contractors must pay trades workers on State contracted public works projects estimated to cost \$10,000 or more. Unlike the average wage reports, the "Special Trades" are included within the Building, Heavy & Bridge, or Highway & Earthwork classification depending on what type of work the contractors were doing during the survey period. The median rates are used for the determinations issued to contractors prior to entering bids for state funded contracts. The median is the rate least affected by extreme values.

The Average and Median wage rates are used for different purposes. As an example, the answer to the question, "What is the average wage for an excavator operator working on a bridge?" is \$13.64 with a benefit amount of \$1.76, (see Table 3 on page 16). However, if the question is, "What is the minimum an excavator operator can be paid working on a State-funded bridge project in Cumberland County?" the answer is \$14.50 with a benefit amount of \$2.05. (See Appendix 1)

Definitions

Average Wage: The average wage is calculated by multiplying the number of workers in each occupation by their wage rate. Those totals are added and then divided by the total number of workers in that occupation.

Median Wage: The median wage is a value that divides a set of wages into two equal halves. This is the middle value where 50% of the workers are paid less than the median wage, and 50% are paid more than the median wage. The median is the value least affected by extremes.

Table 3 shows the low, median, high and average wages paid on construction jobs in Maine. The data for this table is based on the type of work the employees were doing during the survey period rather than the employer's industrial classification.

Table 4 shows the low, median, high, and average wages by the employer's SIC.

Standard Industrial Classification

The Department of Labor uses the Standard Industrial Classification (SIC) system to determine whether or not a business qualifies as construction based on the type of activity in which it is engaged. Appendix 4 includes the Standard Industrial Classifications for the construction industries. Businesses that may not appear to be construction related, but are classified as such include communication equipment installation, fence installation, grave excavation, mobile home setup and tie down, painting and paper hanging, security system installation, swimming pool installation, and

well drilling. Although SIC is currently being used, the Department of Labor is in the process of a gradual transition to the North American Industry Classification System (NAICS). The changeover to the NAICS will have a minimal impact on the reclassification of workers.

Survey Details

Process

Each year the Bureau of Labor Standards (BLS) mails the construction wage rate survey form to construction companies who will be working in the State of Maine during the second and third weeks of September. The company names and addresses are obtained from the Department of Labor Unemployment Tax Unit. The survey forms are mailed by the first week of September. As the wage and benefit data is received, it is entered into the computer by type of construction, by occupation, and by the county where the work was performed. Data collection ends December 1 to begin tabulating the wage and benefit rates. When the survey period ends, the data is compiled using the same criteria by which it was entered. The median wage and benefit rates are selected for each occupation that has ten or more workers listed. (The law states there must be at least ten employees in an occupation to set a rate.) The median rate determines the Prevailing Wage Rate for State-funded construction projects scheduled for the following calendar year. Wage determinations are issued within thirty days of receipt of a written determination request.

Section III: The Survey in 2001 and Statistical Results

Survey Results

The data received on the survey is reported in multiple formats. The wages reported in this section are for statistical comparison and analytical purposes only. Section IV references the data for the resulting prevailing wage rates.

Response Rate

Of the 2,927 surveys mailed, 2,420 were returned, for a response rate of 82.7%. The law states that data is to be collected from employers who have five or more trade workers during the second and third weeks of September. The wages were set based on the 771 surveys from companies with five or more trade workers. This represented 13,072 reportable wages. There were 1,615 forms returned from companies with less than five trades workers. Thirty-four survey forms were eliminated for various reasons, such as being out of business or no longer qualifying as construction.

Trade Classifications Not Used

The law states that there must be at least ten workers statewide in a trade classification in a type of construction to set a wage and benefit rate. There were twenty-two trade classifications covering 126 employees that did not have wages set because there were fewer than ten employees reported statewide in each of those trades in any one type of construction.

Industry Wage Changes

The overall average wage for construction in 2001 was 3.3% higher than in 2000, and 1.0% higher than in 1999. The largest change was for the Special Trades workers with a 4.9% increase in the average hourly wage, from \$13.10 in 2000 to \$13.74 in 2001. Building Construction wages increased 3.4%, from \$12.81 in 2000 to \$13.25 in 2001. Highway and Heavy Construction was the only group that saw wage decreases in 2001, with a 0.1% decrease in the average hourly wage, from \$13.57 in 2000 to \$13.55 in 2001. (Wages used in the percentages are exclusive of benefit amounts.) (See Table 2.)

Table 2

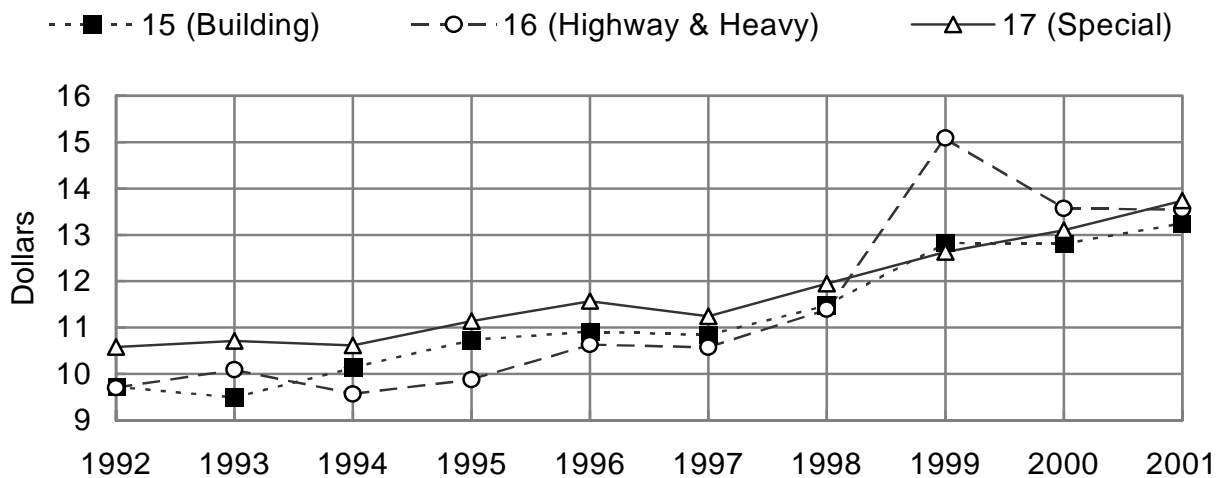
Average Hourly Wage and Benefit Rates by Standard Industrial Classification, 1999-2001

Construction Industry	Average Hourly Wage & Benefit					
	1999		2000		2001	
	Wage	Benefit	Wage	Benefit	Wage	Benefit
Industry-Wide	\$13.45	\$2.84	\$13.16	\$2.28	\$13.59	\$2.45
Building (SIC 15)	12.83	2.17	12.81	1.55	13.25	1.70
Highway & Heavy (SIC 16)	15.09	4.30	13.57	2.70	13.55	3.15
Special Trades (SIC 17)	12.63	2.17	13.10	2.34	13.74	2.46

Figure 3 shows the wage trend for the three major types of construction by SIC for the past ten years. Wages for Highway and Heavy construction decreased in 2001 by 0.1% to \$13.55 from \$13.57 in 2000. Wages for Special Contractors have continued to increase each year since 1994, except for a slight drop in 1997, with an increase in 2001 by 4.9% to \$13.74 from \$13.10 in 2000. Wages for building construction increased in 2001 by 3.4% to \$13.25 from \$12.81 in 2000, after being virtually unchanged from 1999 to 2000. All three categories have substantially higher rates in 2001 than in 1992. From 1992 to 2001, Highway & Heavy wage rates increased 39.7%, Building Construction wage rates increased 36.2%, and Special Trades wage rates increased 29.9%.

Figure 3

**Average Hourly Wage Rates
by Standard Industrial Classification, 1992-2001**



The following rates include the median wage for the occupations in the four types of construction. However these are Statewide rates for statistical use only and are not intended to be used for wage determination purposes. See Section IV for Prevailing Wage Rate information.

Table 3 is a listing of the occupations that had wages set for the 2002 Prevailing Wage. Each occupation has the number of workers reported, and the low, median, high and average wage by construction type.

**Table 3: Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of	Hourly Rates			
		Workers	Low	Median	High	Average
Building 1: One or Two Family Homes						
Backhoe Loader Operator	16					
Wage			\$9.50	\$12.38	\$16.00	\$12.25
Benefit			0.00	0.37	6.15	1.12
Bricklayer	20					
Wage			10.00	13.72	17.80	13.48
Benefit			0.00	0.54	5.69	1.12
Bulldozer Operator	15					
Wage			10.00	13.00	20.00	13.01
Benefit			0.00	2.02	7.03	2.15
Cable Tv Installer	13					
Wage			7.00	12.75	23.95	13.96
Benefit			2.28	2.48	3.27	2.63
Carpenter	962					
Wage			6.00	14.00	25.00	13.66
Benefit			0.00	1.06	9.71	1.56
Carpenter - Rough	77					
Wage			8.00	11.00	24.00	11.37
Benefit			0.00	0.36	3.83	0.68
Cement Mason/Finisher	37					
Wage			8.75	11.75	27.25	12.81
Benefit			0.00	0.31	6.98	1.11
Dry-Wall Applicator	10					
Wage			8.50	13.75	17.00	13.45
Benefit			0.00	1.02	1.25	0.68
Dry-Wall Taper & Finisher	16					
Wage			11.00	12.50	17.00	13.25
Benefit			0.00	0.00	1.25	0.08
Electrician (Licensed)	69					
Wage			8.00	17.00	20.00	15.54
Benefit			0.00	1.90	7.90	2.56

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Building 1, continued					
Electrician Helper (Licensed)	42				
Wage		\$9.00	\$11.00	\$17.50	\$11.91
Benefit		0.00	4.07	6.35	3.44
Excavator Operator	39				
Wage		9.50	13.50	23.58	14.06
Benefit		0.00	1.82	11.25	1.90
Floor Layer	31				
Wage		8.50	12.00	17.50	11.90
Benefit		0.00	0.46	2.95	0.72
Insulation Installer	54				
Wage		7.00	9.25	22.72	10.76
Benefit		0.00	0.38	3.12	0.69
Ironworker - Structural	13				
Wage		17.50	19.88	23.32	20.21
Benefit		8.50	12.49	12.49	11.57
Laborer – Skilled	169				
Wage		7.50	11.00	20.00	11.67
Benefit		0.00	0.48	6.90	1.42
Laborers (Incl.Helpers & Tenders)	209				
Wage		5.25	9.80	18.00	9.65
Benefit		0.00	0.00	4.52	0.49
Loader Operator - Front-End	12				
Wage		9.50	11.25	13.50	11.33
Benefit		0.00	0.22	1.67	0.62
Mechanic - Maintenance	12				
Wage		9.00	12.25	15.00	11.79
Benefit		0.00	0.33	2.74	0.83
Oil Burner Servicer & Installer	48				
Wage		8.75	13.50	22.00	13.96
Benefit		0.00	1.43	7.31	1.88
Painter	197				
Wage		7.00	12.00	25.63	11.89
Benefit		0.00	0.26	4.42	0.68
Pipe/Steam/Sprinkler Fitter	26				
Wage		11.00	20.61	25.43	18.23
Benefit		3.69	9.20	9.20	7.50

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Building 1, continued						
Plumber (Licensed)		125				
	Wage		\$8.50	\$15.00	\$25.00	\$14.77
	Benefit		0.00	2.05	7.56	2.12
Plumber Trainee		57				
	Wage		8.00	11.25	17.00	11.75
	Benefit		0.00	1.07	6.04	1.33
Roofer		66				
	Wage		7.00	11.00	17.00	11.27
	Benefit		0.00	0.00	3.37	0.18
Sheet Metal Worker		36				
	Wage		9.50	11.60	18.50	12.75
	Benefit		0.28	2.86	4.96	2.76
Sider		48				
	Wage		6.50	10.00	14.00	9.90
	Benefit		0.00	1.06	2.47	1.00
Stone Mason		33				
	Wage		9.00	13.00	19.00	12.93
	Benefit		0.00	2.04	4.89	2.71
Truck Driver - Heavy		64				
	Wage		8.00	10.75	15.00	10.69
	Benefit		0.00	0.29	4.95	0.85
Truck Driver - Medium		17				
	Wage		10.00	10.00	14.00	11.18
	Benefit		0.00	0.00	0.27	0.03
Truck Driver - Mixer (Cement)		11				
	Wage		11.00	11.25	12.75	11.57
	Benefit		3.88	5.30	7.29	5.56
Building 2: Other Than One or Two Family Homes						
Asbestos Abatement Worker		107				
	Wage		9.00	13.00	18.50	12.96
	Benefit		0.00	0.96	7.00	1.68
Backhoe Loader Operator		11				
	Wage		9.75	11.50	16.98	12.41
	Benefit		0.00	1.32	5.59	2.16

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Building 2, continued						
Boilermaker		11				
	Wage		\$12.00	\$16.50	\$25.00	\$17.60
	Benefit		1.81	3.26	6.41	3.58
Bricklayer		145				
	Wage		11.00	18.00	32.00	18.19
	Benefit		0.00	2.03	10.08	2.13
Bulldozer Operator		13				
	Wage		12.25	13.50	19.50	14.27
	Benefit		0.00	2.86	7.64	2.95
Carpenter		451				
	Wage		8.00	14.00	31.50	14.44
	Benefit		0.00	1.60	10.48	1.98
Carpenter - Rough		193				
	Wage		7.00	12.00	21.50	12.25
	Benefit		0.00	0.85	5.67	1.31
Cement Mason/Finisher		43				
	Wage		8.25	13.00	22.00	13.01
	Benefit		0.00	1.00	3.50	0.96
Communication Equip Installer		22				
	Wage		11.70	19.00	26.00	19.23
	Benefit		3.57	6.20	9.26	6.16
Concrete Pump Operator		12				
	Wage		12.50	16.20	20.00	15.76
	Benefit		0.00	5.56	11.12	5.56
Crane Operator =>15 Tons)		19				
	Wage		11.00	15.00	18.00	14.88
	Benefit		0.70	3.33	5.91	3.05
Dry-Wall Applicator		157				
	Wage		7.00	16.00	22.00	15.85
	Benefit		0.00	0.00	1.87	0.20
Dry-Wall Taper & Finisher		60				
	Wage		11.00	16.25	21.25	16.36
	Benefit		0.00	0.00	1.24	0.32
Electrician (Licensed)		718				
	Wage		8.00	19.00	52.00	18.98
	Benefit		0.00	6.24	11.62	6.05

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Building 2, continued					
Electrician Helper (Licensed)	217				
Wage		\$7.50	\$12.00	\$22.50	\$12.13
Benefit		0.00	2.17	10.06	2.95
Elevator Constructor	44				
Wage		16.86	24.09	27.10	22.63
Benefit		2.41	10.35	12.20	8.93
Excavator Operator	21				
Wage		10.75	14.45	19.50	14.55
Benefit		0.00	3.35	5.92	3.35
Floor Layer	17				
Wage		9.00	13.00	20.00	12.91
Benefit		0.00	1.61	3.09	1.61
Glazier	18				
Wage		11.00	13.00	18.00	13.86
Benefit		0.14	0.81	2.40	0.94
Insulation Installer	74				
Wage		8.00	11.50	18.00	12.07
Benefit		0.00	1.47	6.13	1.62
Ironworker - Ornamental	13				
Wage		9.00	17.77	25.00	18.12
Benefit		0.32	5.25	8.97	5.30
Ironworker - Reinforcing	11				
Wage		10.00	13.00	18.40	14.15
Benefit		0.00	0.00	4.89	1.33
Ironworker - Structural	118				
Wage		9.00	15.00	24.50	14.84
Benefit		0.00	1.83	13.21	2.17
Laborer – Skilled	358				
Wage		6.75	11.88	26.50	12.71
Benefit		0.00	1.12	9.41	2.05
Laborers (Incl.Helpers & Tenders)	586				
Wage		7.00	10.00	20.00	10.20
Benefit		0.00	.30	9.41	1.15
Loader Operator - Front-End	17				
Wage		8.75	13.50	17.50	13.69
Benefit		0.00	1.56	2.92	1.25

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Building 2, continued						
Mechanic - Maintenance	18					
Wage		\$7.50	\$14.70	\$24.00	\$14.63	
Benefit		.00	1.19	4.28	1.74	
Mechanic - Refrigeration	82					
Wage		10.75	16.25	29.03	16.37	
Benefit		0.00	2.40	4.85	2.71	
Millwright	59					
Wage		12.00	17.50	25.00	17.42	
Benefit		2.29	2.92	6.29	3.21	
Oil Burner Servicer & Installer	23					
Wage		11.50	15.00	20.50	16.00	
Benefit		0.00	2.26	3.65	2.28	
Painter	189					
Wage		8.00	11.00	29.30	11.60	
Benefit		0.00	0.60	9.97	0.86	
Paperhanger	25					
Wage		10.50	12.00	12.00	11.90	
Benefit		0.00	0.00	1.56	0.12	
Pipe/Steam/Sprinkler Fitter	203					
Wage		8.25	17.50	28.51	17.48	
Benefit		0.00	3.16	9.80	4.34	
Plumber (Licensed)	300					
Wage		7.00	15.50	28.00	15.52	
Benefit		0.00	1.63	10.48	1.82	
Plumber Trainee	39					
Wage		8.00	12.50	17.00	12.65	
Benefit		0.00	1.58	11.69	2.12	
Rigger	10					
Wage		8.00	12.75	14.00	11.93	
Benefit		0.00	2.94	3.31	2.60	
Roofer	238					
Wage		7.50	10.40	18.25	11.16	
Benefit		0.00	1.01	4.38	1.22	
Sheet Metal Worker	227					
Wage		7.00	13.00	25.00	13.27	
Benefit		0.00	1.83	7.95	2.03	

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Building 2, continued						
Tile Setter		29				
	Wage		\$10.00	\$16.50	\$23.50	\$15.67
	Benefit		0.00	6.38	12.31	5.64
Truck Driver - Heavy		42				
	Wage		8.25	11.00	17.50	11.64
	Benefit		0.00	1.24	6.67	1.68
Truck Driver - Light		10				
	Wage		11.00	13.00	16.00	13.10
	Benefit		0.00	1.07	5.42	1.21
Heavy & Bridge						
Backhoe Loader Operator		36				
	Wage		9.00	12.50	19.00	12.72
	Benefit		0.00	3.46	8.71	3.13
Bulldozer Operator		27				
	Wage		9.00	10.00	19.75	11.88
	Benefit		0.00	1.47	4.09	1.33
Carpenter		151				
	Wage		10.00	15.00	21.00	15.16
	Benefit		0.00	3.21	5.46	3.19
Carpenter - Rough		131				
	Wage		9.00	15.75	19.35	14.81
	Benefit		0.00	3.51	7.24	3.91
Cement Mason/Finisher		31				
	Wage		8.50	15.00	25.40	15.36
	Benefit		0.00	3.25	7.73	3.13
Communication Trans. Erector		184				
	Wage		10.00	14.50	32.06	15.95
	Benefit		0.00	2.34	6.16	2.45
Crane Operator =>15 Tons		46				
	Wage		13.00	18.00	24.00	17.91
	Benefit		0.00	4.18	11.26	4.36

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Heavy & Bridge, continued					
Crusher Plant Operator	12				
Wage		\$9.50	\$12.00	\$13.00	\$11.58
Benefit		0.29	1.64	2.65	1.67
Electrician (Licensed)	116				
Wage		12.25	20.00	31.17	20.61
Benefit		0.00	5.36	10.22	6.06
Electrician Helper (Licensed)	65				
Wage		10.00	14.00	19.00	14.15
Benefit		1.36	3.78	5.45	3.70
Excavator Operator	63				
Wage		10.00	13.75	19.50	13.64
Benefit		0.00	1.47	6.90	1.76
Grader/Scraper Operator	11				
Wage		13.00	18.30	18.30	17.82
Benefit		0.81	5.57	5.57	5.14
Ironworker - Reinforcing	25				
Wage		13.25	19.42	32.96	19.86
Benefit		0.00	10.90	12.91	8.28
Ironworker - Structural	162				
Wage		12.00	18.00	25.00	17.77
Benefit		0.00	4.77	13.11	5.65
Laborer – Skilled	310				
Wage		7.50	13.02	19.00	12.57
Benefit		0.00	3.03	8.50	3.91
Laborers (Incl.Helpers & Tenders)	254				
Wage		6.82	10.00	19.00	10.71
Benefit		0.00	0.68	7.25	1.65
Line Erector - Power	37				
Wage		10.00	17.39	25.00	16.96
Benefit		0.00	2.50	10.35	2.99
Loader Operator - Front-End	44				
Wage		9.00	11.50	17.00	11.81
Benefit		0.00	1.24	6.55	1.35

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Heavy & Bridge, continued						
Mechanic - Maintenance	57					
Wage		\$8.00	\$14.25	\$26.67	\$15.07	
Benefit		0.20	3.16	11.30	3.18	
Millwright	150					
Wage		8.00	17.00	23.00	16.68	
Benefit		0.00	4.28	11.65	4.20	
Painter	72					
Wage		7.50	15.99	28.25	16.00	
Benefit		0.00	4.28	5.74	2.87	
Paver - Bituminous	18					
Wage		8.00	12.00	17.75	12.34	
Benefit		0.01	1.47	3.69	1.54	
Pile Driver Operator	30					
Wage		14.85	17.85	21.00	18.12	
Benefit		1.60	4.31	6.65	5.00	
Pipe/Steam/Sprinkler Fitter	258					
Wage		8.00	19.00	26.00	18.48	
Benefit		0.00	5.19	9.20	5.86	
Pipelayer	12					
Wage		8.30	17.00	17.00	15.61	
Benefit		0.00	4.89	4.89	4.09	
Rigger	10					
Wage		12.50	15.50	17.00	15.28	
Benefit		2.47	2.70	5.14	2.91	
Sheet Metal Worker	15					
Wage		8.47	18.82	20.57	16.17	
Benefit		3.28	10.56	10.56	7.25	
Track Moving Machine Operator	13					
Wage		14.44	15.00	17.30	15.67	
Benefit		2.06	2.13	2.46	2.23	
Truck Driver - Heavy	107					
Wage		7.25	10.00	17.30	10.36	
Benefit		0.00	0.35	4.48	0.80	
Truck Driver - Light	44					
Wage		10.00	10.00	20.94	10.67	
Benefit		0.00	0.00	2.70	0.29	

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Heavy & Bridge, continued					
Truck Driver - Mixer (Cement)	20				
Wage		\$9.00	\$10.30	\$13.00	\$10.48
Benefit		3.22	6.17	6.50	5.37
Truck Driver - Tractor Trailer	18				
Wage		9.00	13.15	17.40	13.51
Benefit		0.00	3.21	4.34	2.52
Highway & Earthwork					
Asphalt Raker	62				
Wage		7.50	10.09	14.00	10.36
Benefit		0.00	1.58	7.04	1.80
Backhoe Loader Operator	57				
Wage		8.00	12.00	23.59	12.80
Benefit		0.00	1.30	6.89	1.83
Bulldozer Operator	89				
Wage		8.25	12.50	20.00	12.89
Benefit		0.00	1.49	5.99	1.70
Carpenter	10				
Wage		12.00	14.75	23.50	15.61
Benefit		1.05	3.00	5.70	2.68
Carpenter - Rough	13				
Wage		12.00	13.11	19.60	13.31
Benefit		0.00	2.59	7.04	3.17
Cement Mason/Finisher	24				
Wage		10.25	12.00	37.50	13.75
Benefit		0.00	0.94	4.02	1.28
Crusher Plant Operator	82				
Wage		8.50	13.95	28.13	14.17
Benefit		0.00	4.03	8.72	3.58
Excavator Operator	262				
Wage		8.00	13.00	19.50	13.51
Benefit		0.00	1.81	13.53	2.11

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Highway & Earthwork, continued						
Flagger		14				
	Wage		\$7.00	\$9.50	\$16.00	\$9.79
	Benefit		0.00	2.32	6.26	2.19
Grader/Scraper Operator		36				
	Wage		9.00	13.25	21.75	13.62
	Benefit		0.00	3.88	6.32	3.37
Hot Top Plant Operator		28				
	Wage		9.40	15.71	20.00	14.47
	Benefit		0.00	5.07	7.04	4.16
Laborer – Skilled		313				
	Wage		7.00	10.50	27.50	11.00
	Benefit		0.00	1.90	7.90	2.00
Laborers (Incl.Helpers & Tenders)		385				
	Wage		5.50	9.00	18.52	9.29
	Benefit		0.00	0.31	7.04	1.16
Loader Operator - Front-End		220				
	Wage		8.00	12.50	19.00	12.93
	Benefit		0.00	2.40	6.30	2.49
Mechanic - Maintenance		141				
	Wage		9.00	13.50	19.10	13.44
	Benefit		0.00	2.32	7.15	2.58
Painter		10				
	Wage		9.00	11.50	17.75	11.85
	Benefit		0.00	0.00	5.57	0.70
Paver - Bituminous		101				
	Wage		7.00	13.77	30.25	14.34
	Benefit		0.00	3.19	8.37	2.91
Pipelayer		15				
	Wage		8.24	12.25	16.00	11.98
	Benefit		0.00	2.88	4.61	2.32
Roller Operator - Earth		39				
	Wage		7.45	13.00	18.23	12.72
	Benefit		0.00	3.33	6.51	3.30

Table 3, continued

**Hourly Wage and Benefit Rates
by Construction Type and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Highway & Earthwork, continued					
Roller Operator - Pavement	71				
Wage		\$8.00	\$15.50	\$20.13	\$13.77
Benefit		0.00	3.37	6.17	3.23
Truck Driver - Heavy	624				
Wage		6.50	10.50	19.00	10.48
Benefit		0.00	1.29	7.19	1.85
Truck Driver - Light	15				
Wage		8.50	10.50	13.00	10.39
Benefit		0.00	0.26	1.16	0.39
Truck Driver - Medium	62				
Wage		7.50	10.25	15.50	10.78
Benefit		0.00	1.41	6.50	1.83
Truck Driver - Mixer (Cement)	29				
Wage		8.50	9.25	12.00	9.73
Benefit		0.00	0.31	6.32	1.33
Truck Driver - Tractor Trailer	63				
Wage		8.50	11.00	15.00	11.33
Benefit		0.00	2.39	7.03	2.76

The following are statewide rates and are not intended to be used for wage determination purposes, but are meant for statistical use only. See Section IV for the Prevailing Wage Rate information.

Table 4 is a listing of occupations, the number of workers, and the low, median, high, and average wage and benefit rates by Standard Industrial Classification (SIC). In this table all types of building contractors are combined (SIC 15). Highway is combined with Heavy & Bridge (SIC 16), and Special Trades Contractors (SIC 17) are listed separately.

**Table 4: Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

		Number of	Hourly Rates			
		Workers	Low	Median	High	Average
Building (SIC 15)						
Backhoe Loader Operator	10					
Wage		\$10.50	\$13.13	\$16.98	\$13.22	
Benefit		0.00	0.51	6.15	1.16	
Carpenter	1293					
Wage		6.00	14.00	31.50	13.99	
Benefit		0.00	1.22	10.48	1.67	
Carpenter - Rough	250					
Wage		7.00	11.83	21.50	11.86	
Benefit		0.00	0.44	5.67	1.13	
Cement Mason/Finisher	29					
Wage		8.25	11.00	17.80	11.78	
Benefit		0.00	0.63	3.50	1.01	
Crane Operator =>15 Tons)	11					
Wage		11.00	15.50	18.50	14.54	
Benefit		0.70	2.83	4.87	2.86	
Electrician (Licensed)	44					
Wage		8.00	18.50	27.50	18.85	
Benefit		0.00	2.35	3.54	2.04	
Electrician Helper (Licensed)	13					
Wage		13.75	16.32	19.00	16.91	
Benefit		0.00	2.14	2.97	2.22	
Excavator Operator	15					
Wage		10.00	15.00	23.58	15.25	
Benefit		0.00	0.00	11.25	1.52	
Ironworker - Structural	76					
Wage		9.00	15.50	23.53	15.34	
Benefit		0.00	2.61	12.49	4.18	
Laborer - Skilled	296					
Wage		7.00	11.75	26.00	11.88	
Benefit		0.00	1.12	9.31	1.78	

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Building (SIC 15), continued					
Laborers/Helpers/Tenders)	323				
Wage		\$5.25	\$9.50	\$18.00	\$9.69
Benefit		0.00	0.23	4.85	1.04
Millwright	69				
Wage		13.25	16.15	20.00	16.31
Benefit		0.00	2.63	6.65	2.59
Painter	91				
Wage		7.50	13.00	29.30	13.25
Benefit		0.00	1.12	9.97	1.57
Pipe/Steam/Sprinkler Fitter	54				
Wage		8.25	17.25	25.43	17.98
Benefit		1.19	2.75	9.20	4.61
Plumber (Licensed)	18				
Wage		9.00	18.60	28.00	18.26
Benefit		0.00	1.62	3.51	1.50
Plumber Trainee	13				
Wage		9.50	12.00	17.00	12.56
Benefit		0.00	0.28	3.00	0.76
Sheet Metal Worker	25				
Wage		8.50	11.00	17.50	11.56
Benefit		0.00	1.90	3.53	2.10
Sider	18				
Wage		7.75	9.75	14.00	10.05
Benefit		0.00	0.47	1.69	0.57
Truck Driver - Heavy	22				
Wage		8.25	10.25	17.50	11.44
Benefit		0.00	0.00	2.83	0.63
Truck Driver - Light	15				
Wage		8.50	12.50	16.00	12.54
Benefit		0.00	1.38	5.42	1.74
Highway & Heavy (SIC 16)					
Asphalt Raker	41				
Wage		7.50	10.00	14.00	10.26
Benefit		0.00	1.59	7.04	2.29

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

		Number of Workers	Hourly Rates			
			Low	Median	High	Average
Highway & Heavy (SIC 16), continued						
Backhoe Loader Operator	47					
Wage		\$8.50	\$14.00	\$23.59	\$14.22	
Benefit		0.00	3.16	8.71	3.65	
Blaster	12					
Wage		14.00	20.00	24.13	19.40	
Benefit		1.17	2.60	3.16	2.29	
Bulldozer Operator	35					
Wage		8.25	12.88	16.00	13.16	
Benefit		0.00	1.58	4.74	1.69	
Carpenter	141					
Wage		10.00	15.00	21.00	15.06	
Benefit		0.46	3.51	5.62	3.51	
Carpenter - Rough	67					
Wage		9.00	15.00	19.60	14.67	
Benefit		0.00	3.38	7.04	3.12	
Cement Mason/Finisher	20					
Wage		13.00	17.00	25.40	17.95	
Benefit		2.56	4.92	7.73	4.78	
Crane Operator =>15 Tons)	49					
Wage		13.00	18.00	24.00	17.82	
Benefit		0.00	4.18	11.26	4.36	
Crusher Plant Operator	71					
Wage		8.50	14.40	28.13	14.68	
Benefit		0.00	4.29	8.72	3.90	
Diver	11					
Wage		14.00	27.09	35.22	24.99	
Benefit		0.00	8.86	9.51	7.40	
Driller - Rock	22					
Wage		7.50	12.50	17.39	12.62	
Benefit		0.92	2.60	7.04	2.93	
Electrician (Licensed)	58					
Wage		15.50	20.00	31.88	20.61	
Benefit		0.00	5.36	9.96	4.82	
Electrician Helper (Licensed)	50					
Wage		10.00	14.00	17.00	13.63	
Benefit		1.36	3.78	5.45	3.80	

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Highway & Heavy (SIC 16), continued					
Excavator Operator	127				
Wage		\$8.75	\$14.00	\$19.25	\$14.08
Benefit		0.00	2.19	13.53	2.30
Flagger	14				
Wage		7.00	9.50	16.00	9.79
Benefit		0.00	2.32	6.26	2.19
Grader/Scraper Operator	36				
Wage		9.38	15.09	18.73	15.06
Benefit		0.00	5.03	5.57	4.15
Hot Top Plant Operator	25				
Wage		9.40	15.71	16.90	14.33
Benefit		0.00	5.07	7.04	4.45
Ironworker - Reinforcing	15				
Wage		10.00	18.40	32.96	18.69
Benefit		0.00	11.35	12.91	8.47
Ironworker - Structural	102				
Wage		9.50	17.59	25.00	16.89
Benefit		0.00	4.27	6.29	3.77
Laborer - Skilled	314				
Wage		7.45	11.00	27.50	11.47
Benefit		0.00	2.39	8.20	2.65
Laborer/Helper/Tender	323				
Wage		5.50	10.00	19.00	10.37
Benefit		0.00	1.38	7.25	2.12
Line Erector - Power	37				
Wage		10.00	17.39	25.00	16.96
Benefit		0.00	2.50	10.35	2.99
Loader Operator - Front-End	142				
Wage		8.00	13.46	19.00	13.44
Benefit		0.00	2.97	6.30	2.72
Mechanic - Maintenance	129				
Wage		9.00	14.00	26.67	14.24
Benefit		0.00	3.05	11.30	3.05
Millwright	83				
Wage		10.00	17.85	23.00	17.12
Benefit		0.43	4.95	11.65	4.71

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Highway & Heavy (SIC 16), continued					
Paver - Bituminous	74				
Wage		\$9.00	\$15.00	\$30.25	\$15.49
Benefit		0.00	4.08	8.37	3.99
Pile Driver Operator	30				
Wage		14.85	17.85	21.00	18.12
Benefit		1.60	4.31	6.65	5.00
Pipe/Steam/Sprinkler Fitter	138				
Wage		10.00	18.00	22.11	17.84
Benefit		1.14	5.10	9.20	4.91
Pipelayer	14				
Wage		8.24	17.00	17.00	14.98
Benefit		0.17	4.89	4.89	4.11
Roller Operator - Earth	36				
Wage		7.45	13.00	18.23	12.92
Benefit		0.00	3.41	6.51	3.48
Roller Operator - Pavement	63				
Wage		8.00	15.71	20.13	13.82
Benefit		0.00	4.22	6.17	3.51
Roofer	11				
Wage		8.00	9.00	13.00	10.00
Benefit		0.00	0.00	0.00	0.00
Track Moving Machine Op.	14				
Wage		12.70	15.00	17.30	15.46
Benefit		2.06	2.13	3.97	2.35
Truck Driver - Heavy	390				
Wage		6.50	10.53	16.20	10.59
Benefit		0.00	1.52	7.19	2.16
Truck Driver - Medium	32				
Wage		8.50	10.75	14.95	10.88
Benefit		0.23	3.22	6.50	3.22
Truck Driver - Mixer (Cement)	34				
Wage		8.75	10.47	13.00	10.40
Benefit		1.15	4.93	6.50	4.19
Truck Driver - Tractor Trailer	47				
Wage		8.50	11.85	17.40	12.41
Benefit		0.00	3.40	6.32	3.52

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Special Trades Contractors (SIC 17)					
Asbestos Abatement Worker	114				
Wage		\$9.00	\$13.00	\$18.50	\$13.09
Benefit		0.00	0.94	7.00	1.58
Asphalt Raker	29				
Wage		7.50	11.00	13.50	10.59
Benefit		0.00	0.00	4.20	0.67
Backhoe Loader Operator	63				
Wage		8.00	11.00	18.30	11.41
Benefit		0.00	0.40	6.89	1.20
Boilermaker	11				
Wage		12.00	16.50	25.00	17.60
Benefit		1.81	3.26	6.41	3.58
Bricklayer	159				
Wage		10.00	18.00	24.00	17.44
Benefit		0.00	1.48	4.77	1.80
Bulldozer Operator	103				
Wage		8.75	12.50	20.00	12.71
Benefit		0.00	1.47	7.64	1.87
Cable Tv Installer	28				
Wage		7.00	16.00	23.95	15.06
Benefit		0.76	2.48	5.94	3.01
Carpenter	140				
Wage		7.50	14.00	22.00	13.44
Benefit		0.00	1.03	7.54	1.79
Carpenter - Rough	97				
Wage		8.00	16.00	24.00	14.50
Benefit		0.00	2.63	7.24	3.79
Cement Mason/Finisher	86				
Wage		8.75	13.00	37.50	13.24
Benefit		0.00	0.64	6.98	0.99
Communication Equip Installer	27				
Wage		11.00	18.00	26.00	18.36
Benefit		0.00	6.20	9.26	5.07
Communication Trans. Erector	190				
Wage		7.00	14.00	32.06	15.69
Benefit		0.00	2.43	6.16	2.48

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Special Trades Contractors (SIC 17), continued					
Concrete Pump Operator	14				
Wage		\$12.50	\$16.39	\$20.00	\$16.04
Benefit		0.00	3.99	11.12	5.34
Crane Operator =>15 Tons	13				
Wage		12.75	15.00	17.25	15.27
Benefit		0.96	3.33	3.62	2.75
Crusher Plant Operator	25				
Wage		8.50	12.00	15.25	11.32
Benefit		0.00	1.44	4.20	1.59
Dry-Wall Applicator	164				
Wage		7.00	15.75	22.00	15.77
Benefit		0.00	0.00	1.27	0.21
Dry-Wall Taper & Finisher	75				
Wage		11.00	16.00	21.25	15.70
Benefit		0.00	0.00	1.25	0.26
Electrician (Licensed)	806				
Wage		8.00	18.44	52.00	18.82
Benefit		0.00	6.02	11.62	6.05
Electrician Helper (Licensed)	263				
Wage		7.50	11.75	22.50	12.10
Benefit		0.00	2.20	10.06	3.08
Elevator Constructor	44				
Wage		16.86	24.09	27.10	22.63
Benefit		2.41	10.35	12.20	8.93
Excavator Operator	243				
Wage		8.00	13.00	20.00	13.32
Benefit		0.00	1.50	7.38	2.02
Floor Layer	47				
Wage		8.50	12.00	20.00	12.26
Benefit		0.00	1.22	3.12	1.16
Glazier	18				
Wage		11.00	13.00	18.00	13.86
Benefit		0.14	0.81	2.40	0.94
Grader/Scraper Operator	11				
Wage		9.00	12.00	21.75	13.66
Benefit		0.00	1.21	6.32	2.58

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Special Trades Contractors (SIC 17), continued					
Insulation Installer	130				
Wage		\$7.00	\$10.62	\$22.72	\$11.57
Benefit		0.00	1.07	6.13	1.24
Ironworker - Reinforcing	16				
Wage		10.00	19.42	25.07	17.73
Benefit		0.00	5.64	10.90	5.15
Ironworker - Structural	115				
Wage		10.00	17.00	24.50	17.42
Benefit		0.00	1.88	13.21	5.39
Laborer - Skilled	540				
Wage		6.75	12.00	26.50	12.49
Benefit		0.00	1.93	9.41	2.69
Laborer/Helper/Tender	788				
Wage		6.00	10.00	20.00	9.91
Benefit		0.00	0.18	9.41	0.79
Loader Operator - Front-End	148				
Wage		8.75	11.63	18.50	12.07
Benefit		0.00	1.42	6.55	1.65
Mechanic - Maintenance	91				
Wage		7.50	13.00	21.00	13.21
Benefit		0.00	1.67	7.15	2.01
Mechanic - Refrigeration	84				
Wage		10.75	16.50	30.00	16.57
Benefit		0.00	2.46	6.71	2.76
Millwright	62				
Wage		8.00	17.50	25.00	17.41
Benefit		0.00	3.58	7.24	4.56
Oil Burner Servicer & Installer	68				
Wage		8.75	14.50	22.00	14.81
Benefit		0.00	2.26	7.31	2.09
Painter	370				
Wage		7.00	11.00	28.25	12.20
Benefit		0.00	0.43	5.57	0.96
Paperhanger	28				
Wage		10.50	12.00	12.50	11.91
Benefit		0.00	0.00	1.56	0.11

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of Workers	Hourly Rates			
		Low	Median	High	Average
Special Trades Contractors (SIC 17), continued					
Paver - Bituminous	50				
Wage		\$7.00	\$12.00	\$15.00	\$11.49
Benefit		0.00	0.00	4.20	0.53
Pipe/Steam/Sprinkler Fitter	297				
Wage		8.00	19.00	28.51	18.16
Benefit		0.00	5.50	9.80	5.62
Pipelayer	14				
Wage		8.30	12.25	16.00	12.13
Benefit		0.00	2.74	3.32	2.08
Plumber (Licensed)	407				
Wage		7.00	15.00	25.56	15.17
Benefit		0.00	1.64	10.48	1.93
Plumber Trainee	83				
Wage		8.00	12.00	17.00	12.04
Benefit		0.00	1.58	11.69	1.79
Rigger	10				
Wage		8.00	12.75	14.00	11.93
Benefit		0.00	2.94	3.31	2.60
Roller Operator - Pavement	18				
Wage		9.00	12.25	14.16	12.07
Benefit		0.00	0.00	4.17	0.81
Roofer	284				
Wage		7.50	10.50	18.25	11.22
Benefit		0.00	0.53	4.38	1.06
Sheet Metal Worker	253				
Wage		7.00	13.20	25.00	13.54
Benefit		0.00	2.20	10.56	2.44
Sider	38				
Wage		6.50	10.88	14.50	10.18
Benefit		0.00	1.57	2.90	1.31
Stone Mason	39				
Wage		9.00	12.00	19.00	12.36
Benefit		0.00	1.92	4.89	2.29
Tile Setter	29				
Wage		10.00	16.50	23.50	15.67
Benefit		0.00	6.38	12.31	5.64

Table 4, continued

**Hourly Wage and Benefit Rates
by Standard Industrial Classification (SIC) and by Trade, Maine, 2001**

	Number of	Hourly Rates			
	Workers	Low	Median	High	Average
Special Trades Contractors (SIC 17), continued					
Truck Driver - Heavy	425				
Wage		\$7.25	\$10.00	\$19.00	\$10.44
Benefit		0.00	0.68	6.67	1.20
Truck Driver - Light	57				
Wage		8.00	10.00	17.50	10.44
Benefit		0.00	0.00	2.35	0.18
Truck Driver - Medium	51				
Wage		7.50	10.00	15.50	10.66
Benefit		0.00	0.00	4.20	0.44
Truck Driver - Mixer (Cement)	27				
Wage		8.50	11.00	12.75	10.23
Benefit		0.00	0.31	7.29	2.65
Truck Driver - Tractor Trailer	43				
Wage		9.00	11.00	14.75	11.43
Benefit		0.00	1.47	7.03	1.77

Section IV: Prevailing Wage Rates for 2002

The wage and benefit rates for 2002 were set by county for the four types of construction (Building 1, Building 2, Highway & Earthwork, and Heavy & Bridge), resulting in 64 rate sets for 2002. The rate sets may be found at the following web site: www.state.me.us/labor/blsmain.htm (select Construction Wage Rates.) If you are unable to access the information via the web site, contact this office at the numbers listed on the back of the title page.

The wages posted on the web site are for reference only and are not meant to substitute for project-specific, formal rate determinations. An official Prevailing Wage Rate Determination will specify a project title and location.

The rate set used for a particular project is governed by factors relating to the project. In most cases it is one of the 64 “standard” rate sets, but in others it is not. Project contractors should get a rate set specific to their project. These should be available from the agency who puts the project out for bid or from the general contractor if applicable.

Appendix 1

State of Maine
Department of Labor
Bureau of Labor Standards
Technical Services Division
45 State House Station
Augusta, Maine 04333-0045
Telephone (207) 624-6445

Wage Determination - In accordance with Chapter 15, P.L. 1967, this is a determination by the Bureau of Labor Standards, of the fair minimum wage rate to be paid laborers and workers employed on the below titled project.

Title of Project -----

Location of Project --

Sample Determination

2002 Fair Minimum Wage Rates Heavy & Bridge Cumberland County

Occupation	Base Wage	Benefit Rate	Total	Occupation	Base Wage	Benefit Rate	Total
Backhoe Loader Operator	\$14.00	\$4.80	\$18.80	Line Erector, Power	\$17.20	\$2.01	\$19.21
Bulldozer Operator	\$10.00	\$1.47	\$11.47	Loader Op, Front-End	\$12.00	\$1.29	\$13.29
Carpenter	\$15.00	\$3.25	\$18.25	Mechanic, Maintenance	\$16.80	\$3.61	\$20.41
Carpenter, Rough	\$15.00	\$3.37	\$18.37	Millwright	\$16.00	\$2.76	\$18.76
Cement Mason/Finisher	\$16.00	\$4.78	\$20.78	Painter	\$11.00	\$1.33	\$12.33
Comm Transmis Erector	\$15.00	\$2.65	\$17.65	Paver, Bituminous	\$12.00	\$1.47	\$13.47
Crane Operator =>15 Tons	\$18.16	\$4.18	\$22.34	Pile Driver Operator	\$18.10	\$5.48	\$23.58
Crusher Plant Operator	\$12.00	\$1.64	\$13.64	Pipe/Stm/Sprnkler Fitter	\$18.00	\$5.10	\$23.10
Electrician (Licensed)	\$20.00	\$4.21	\$24.21	Pipe Layer	\$17.00	\$4.89	\$21.89
Electrician Hlpr (Licensed)	\$15.00	\$4.14	\$19.14	Rigger	\$15.50	\$2.70	\$18.20
Excavator Operator	\$14.50	\$2.05	\$16.55	Sheet Metal Worker	\$18.82	\$10.56	\$29.38
Grader/Scraper Operator	\$18.30	\$5.57	\$23.87	Track Moving Machine Op	\$15.00	\$2.13	\$17.13
Ironworker, Reinforcing	\$19.42	\$10.90	\$30.32	Truck Driver, Light	\$10.00	\$0.00	\$10.00
Ironworker, Structural	\$17.75	\$2.77	\$20.52	Truck Driver, Heavy	\$9.13	\$0.40	\$9.53
Laborer/Helper/Tender	\$12.00	\$0.70	\$12.70	Truck Driver, Tractr Trlr	\$13.15	\$3.21	\$16.36
Laborer, Skilled	\$12.00	\$2.43	\$14.43	Truck Dr, Mixer Cement	\$10.30	\$6.17	\$16.47

If any specific occupation is not listed in this determination, there has been no fair minimum wage determined by the Bureau of Labor Standards and there will be none in effect for this project.

Welders are classified as the trade to which the welding is incidental.

Apprentices - The minimum wage rate for registered apprentices are those set forth in the standards and policies of the Maine State Apprenticeship and Training Council for approved apprenticeship programs.

Posting of Schedule - Posting of this schedule is required in accordance with Chapter 15, P.L. 1967, by any contractor holding a State contract for construction valued at \$10,000 or more and any subcontractors to such a contractor.

Appeal - Any person affected by the determination of these rates may appeal to the Commissioner of Labor by filing a written notice with the Commissioner stating the specific grounds of the objection within ten (10) days from the filing of these rates with the Secretary of State.

A true copy

Determination No: HB-000-2002

Attest: _____

Filing Date: _____, 2002

Michael V. Frett
Director
Bureau of Labor Standards

Expiration Date: 12-31-2002

Appendix 2

Construction Classifications (As agreed to through the rule-making process)

Building 1

1 or 2 family homes
(List from sic 1521 will be included)
Mobile home set up & tie down

Building 2

Buildings other than 1 or 2 family homes
(List from sic 1522, 1531, 1541, and 1542 to be included)

Highway & Earthwork

Airport runway construction
Alley construction
Asphalt paving: roads, public sidewalks, and streets
Athletic fields
Bridle path construction
Brush clearing or cutting
Clearing of land
Concrete construction: roads highways, public sidewalks, and streets
Cutting right of way
Drainage project construction
Earth moving, not in conjunction with other construction
Golf course construction
Grading for highways, streets, and airport runways
Guardrail construction on highways
Highway construction, except elevated
Highway signs installation
Land leveling
Land reclamation
Manhole construction
Parkway construction
Paving construction
Pond construction
Resurfacing streets & highways
Road construction
Sidewalk construction
Soil compacting
Street maintenance or repair
Street paving
Tennis court construction (outdoor)
Trail building
Trailer parks/campgrounds
Trenching, not in conjunction with other construction

Heavy & Bridge

Abutment construction
Aqueduct construction
Blasting except building demolition
Breakwater construction
Bridge construction
Cable laying construction
Cable television line construction
Caisson drilling
Canal construction
Causeway construction on structural supports
Central station construction
Channel construction
Channel cutoff construction
Chemical complex or facilities construction
Cofferdam construction
Coke oven construction
Conduit construction
Dam construction
Dike construction
Discharging station construction
Distribution line construction
Dock construction
Dredging
Elevated highway construction
Flood control project
Furnace construction for industrial plants
Gas main construction
Harbor construction
Hydroelectric plant construction
Industrial incinerator construction
Industrial plant appurtenance
Irrigation projects construction
Jetty construction
Kiln construction
Levee construction
Light & power plant construction
Loading station construction, mine
Lock & waterway construction
Marine construction
Mine loading and discharging station construction
Mining appurtenance construction
Missile facilities construction
Natural gas compressing station construction
Nuclear reactor containment structure construction
Oil refinery construction

Heavy & Bridge, continued

Oven construction for industrial plants
Oven construction, bakers'
Overpass construction
Petrochemical plant construction
Petroleum refinery construction
Pier construction
Pile driving
Pipe laying
Pipeline construction
Pipeline wrapping
Pole line construction
Power line construction
Power plant construction
Pumping station construction
Radio transmitting tower construction
Railroad construction
Railway roadbed construction
Reservoir construction
Revetment construction
Rock removal, underwater
Sewage collection & disposal line construction
Sewage treatment plant construction
Sewer construction
Ski tow erection
Submarine rock removal
Subway construction
Telegraph line construction
Telephone line construction
Television transmitting tower construction
Timber removal, underwater
Tipple construction
Transmission line construction
Trestle construction
Tunnel construction
Underpass construction
Viaduct construction
Washeries construction, mining
Waste disposal plant construction
Water main line construction
Water treatment plant construction
Waterpower project construction
Waterway construction
Wharf construction

Appendix 3

Occupational Descriptions¹

Asbestos Removal Worker - Removes and disposes of asbestos following hazardous waste handling guidelines. (869.684-082)

Asphalt Raker - Rakes and spreads bituminous paving material evenly over road surfaces to specified thickness. (869.687-026)

Assembler, Metal Building - Assembles prefabricated metal buildings according to blueprint specifications, using hand tools, power tools, and hoisting equipment. (801.381-010)

Backhoe Loader Operator (Power Shovel Operator) - Operates power-driven machine, equipped with movable shovel. (850.683-030)

Blaster - Assembles, plants, and detonates charges of industrial explosives to loosen earth, rock, stumps, or to demolish structures to facilitate removal. (859.261-010)

Boilermaker - Assembles, analyzes defects in, and repairs boilers, pressure vessels, tanks, and vats. May fabricate stacks, uptakes, chutes and other parts to adapt boiler to its installation site. (805.261-014)

Bricklayer - Lays brick, structural tile, and concrete cinder, glass, gypsum, and terra cotta block (except stone) to construct or repair structures. (861.381-018)

Bulldozer Operator - Operates tractor equipped with concave blade attached across front to gouge out, level, and distribute earth, or to move trees and other growth, or demolish structures. (850.683-010)

Cable Puller - Pulls lead-sheathed electrical cables for electric power systems through ducts. Includes cable pulling for communications and security systems. (829.684-018)

Cable Splicer - Splices overhead, underground, or submarine multiple-conductor cables used in telephone and telegraph communication and electric-power transmission systems. (829.361-010)

Cable Television Installer - Installs cable television cables and equipment on customer's premise, using electrician's tools and test equipment, (821.281-010)

Carpenter - Constructs, erects, installs, and repairs structures and fixtures of wood or other building materials. Studies blueprints, sketches, or building plans for specifications. (860.381-022)

Carpenter, Acoustical – Mounts acoustical tile to walls and ceilings of buildings to reduce reflection of sound and to decorate rooms. (860.381-010)

Carpenter, Rough - Builds rough wooden structures, such as concrete forms, scaffolds, tunnel and sewer supports, and temporary frame shelters, according to sketches, blueprints, or oral instructions. (860.381-042)

Cement Mason/Finisher - Smooths and finishes surfaces of poured concrete to specified textures. (844.364-010)

Communication Equipment Installer - Installs, tests, and repairs communication equipment, such as public address and intercommunication systems, wired burglar alarms, switchboards, telegraphs, telephones, and related apparatus. (822.281018)

Compressor Operator - Tends one or more portable power-driven pumps, compressors, or generators to provide power for tools, machinery and equipment, to remove water, or to maintain air supply at construction site. (869.665-010)

Concrete Mixing Plant Operator – Performs any combination of duties involved in storing and mixing aggregate and discharging concrete into trucks, cars, or buckets. (579.665-014)

Core Drill Operator – Sets up and operates drilling equipment to obtain solid core samples of strata for analyzing geological characteristics of ground, nature of ore, or strength of foundation material. (930.682-010)

¹U.S. Department of Labor, Employment and Training Administration, *Dictionary of Occupational Titles*, 4th edition (revised 1991).

Appendix 3, continued**Occupational Descriptions**

Concrete Pump Operator - Tends one or more machines that pump concrete, grout, or dry mixtures of sand and cement through hoses to fill forms and crevices or to coat surfaces. (849-665-010)

Crane Operator <15 tons - Operates crane of under 15 tons rated capacity to lift, move, and position loads. (921.663-010)

Crane Operator =>15 tons - Operates crane of 15 tons or more rated capacity to hoist, move and place materials and objects.

Crusher Plant Operator - Operates concrete or sand and gravel plant to batch, crush, or segregate materials used in construction. (570.682-014)

Diver - Works below surface of water to inspect, repair, remove, and install equipment and structures while using scuba gear or in a diving suit with an air line extending to surface. (899.261-010)

Driller, Rock - Operates tractor-mounted or upright column supported rock drilling machine to drill through rock or other hard materials in construction work or drilling explosive-charge holes to facilitate blasting operations. (850.662-014 - 850.683-034)

Driller, Well - Sets up and operates portable drilling rig (machine and related equipment) to drill wells. (859.362-010)

Drywall Applicator - Plans gypsum drywall installations, erects metal framing and furring, installs drywall to cover walls, ceilings, soffits, shafts, and movable partitions in residential, commercial, and industrial buildings. (842.361-030)

Drywall Taper and Finisher - Spreads compound to seal joints between plasterboard or other wallboards, presses paper tape over joint to embed tape into compound, spreads and smoothes cementing materials over tape to prepare wall surface for painting or papering. (842.664-010)

Earth Auger Operator - Operates earth-boring machine, mounted on truck or tractor, to dig holes for poles or posts. (859.682-010)

Electrician (Licensed) - Plans layout and installs and repairs wiring, electrical fixtures, apparatus, and electrical control equipment. (824.261-010)

Electrician Helper (Licensed) – Assists electrician to install and repair electrical wiring, fixtures, and equipment. (829.684-022)

Elevator Constructor/Installer - Assembles and installs electric and hydraulic freight and passenger elevators, escalators, and dumb waiters. (825.361-010)

Excavator Operator - Operates single function power-driven machine, equipped with movable shovel to excavate or move coal, dirt, rock, sand, and other materials. (850.683-030)

Flagger - Controls movement of traffic through construction site by using signs, hand or flag signals. (372.667-022)

Floor Layer - Applies blocks, strips, or shock-absorbing, sound-deadening, or decorative covering to floors, walls, and cabinets. (864.481-010)

Fuel Burner Servicer & Installer – Installs and services automatic fuel burners in furnaces in homes and commercial establishments. (862.281-018)

Furniture Installer/Assembler - Uncrates, assembles, installs and repairs furniture and office equipment in customers' homes or offices: Uncrates and assembles using hand tools. (739.684-082)

Glazier - Installs glass in windows, skylights, storefronts, and display cases, or on surfaces, such as building fronts, interior walls, ceilings, and tabletops. (865.381-010)

Grader/Scraper Operator - Operates grader to scrape, spread, and level work. (850.683-038)

Highway Worker/Guardrail Installer - Maintains highways, municipal and rural roads and rights-of-way in safe condition, performing combination of following duties: Erects and repairs guardrails, highway markers and snow fences. Dumps, spreads, and tamps asphalt, using pneumatic tamper to patch broken or eroded pavement. (899.684-014)

Appendix 3, continued

Occupational Descriptions

Hot Top Plant Operator - Operates plant to heat, dry, and mix ingredients to produce asphalt-paving materials. (570.682-014)

Insulation Installer - Fit and apply insulating material to exposed surfaces. (863.364-014)

Ironworker, Ornamental - Installs prefabricated ornamental ironwork other than structural ironwork. (809.381-022)

Ironworker, Reinforcing - Plans layout and positions and secures steel bars or wire mesh to concrete forms to reinforce concrete. (801.684-026)

Ironworker, Structural - Performs various duties to raise, place, and unite girders, columns, and other structural steel members to form structures or structural frameworks. (801.361-014)

Laborer, Including Helper & Tender – Perform a variety of tasks requiring little or no independent judgment. Work is usually performed with other workers. (869.687-026)

Laborer, Skilled - Performs combination of duties usually working in utility capacity by transferring from one task to another where demands require worker with varied experience and ability to work without close supervision. Work is usually performed with other workers. (869.664-014)

Lather - Fastens wooden, metal or rockboard lath to walls, ceilings, and partitions of buildings to provide supporting base for plaster, fireproofing, or acoustical material. Erects horizontal metal framework to which laths are fastened. (842.361-010)

Line-Erector - Erects, maintains, and repairs wood poles and prefabricated light duty metal towers, cable and related equipment to construct transmission and distribution power lines. (821.361-018)

Loader Operator, Front-End - Operates front-mounted hydraulically powered bucket or scoop to pick up and move earth or other material. (921.683-042)

Mechanic Maintenance - Inspects, repairs, and maintains functional parts of mechanical equipment and machinery. (620.281-046)

Mechanic, Refrigeration - Installs and repairs industrial and commercial refrigerating and cooling systems. (637.261-026)

Millwright - Installs machinery and equipment in an industrial establishment. (638.281-018)

Oil-Burner Servicer & Installer – See Fuel Burner Servicer & Installer

Painter - Applies paint or other coatings to decorate and protect interior or exterior surfaces, trimmings and fixtures of buildings & other structures, using brush, roller, spray gun, cloth, sponge or fingers. (840.381-010)

Paperhanger - Covers interior walls and ceiling of rooms with decorative wallpaper or fabric. (841.381-010)

Paver, Bituminous - Operates machine that spreads and levels hot-mix bituminous paving material on subgrade highways, streets, etc. (853.663-010)

Pile Driver, Operator - Operates pile driver mounted on skids, barge, crawler treads, or locomotive crane to drive piling as foundations for structures, such as buildings, bridges, and piers. (859.682-018)

Pipe Fitter/Steam Fitter/Sprinkler Fitter - Lays out, assembles, installs, and maintains pipe systems, pipe supports, and related equipment for steam, hot water, heating, cooling, lubricating, sprinkling systems. (862.281-022)

Pipe Layer - Positions, joins, aligns, and seals in-ground pipe sections. (869.664-014)

Plasterer - Applies coats of plaster to interior walls, ceilings, and partitions, etc. to produce a finished surface. (842.361-018)

Plumber (Licensed) - Assembles, installs, and repairs pipes, fittings, and fixtures of heating, water, and drainage systems. (862.381-030)

Appendix 3, continued

Occupational Descriptions

Plumber Trainee (Licensed) – Assist plumber installing and repairing pipe, fittings, and affixtures of heating, water and drainage systems.

Pump Installation & Servicer - Installs and repairs submerged turbine pumps in water wells, using rig (truck-mounted hoisting equipment). (637.281-010)

Pump Installer - Installs and adjusts electric, gasoline, and diesel-driven pumps and blowers, using hand tools, power tools, and diagrams. Levels and bolts down pump. Aligns and connects ducts and drive couplings. (630.684-018)

Rigger - Assembles rigging to lift and move equipment or material. (869.683-014)

Rock Splitter - Splits rough dimension stone into smaller units using air hammer, wedges and shims. (771.684-010)

Roller Operator, Earth - Operates rolling machine to compact earth fills, subgrades, gravel bases. (859.683-030)

Roller Operator, Pavement - Drives heavy rolling machine (road roller) to compact earth fills, sub grades, flexible bases, and bituminous surface to grade specifications preparatory to construction of highways, streets, and runways. (859.683-030)

Roofer - Covers roofs with roofing materials other than sheet metal. (866.381-010)

Sand/Water Blaster – Abrades surfaces of metal or hard-composition objects to remove adhering scale, sand, paint, grease, tar, rust, and dirt using power blasting equipment. (503.687-010)

Sheet Metal Worker - Fabricates, assembles, installs, and repairs sheet metal products equipment and metal roofs. (804.281-010)

Sider - Applies asbestos, aluminum, pulpwood fiber, plastic panels, brick veneer, or porcelainized metal siding, and underlying insulating base to building exteriors. (863.684-014)

Stonemason - Sets stone to build stone structures, such as piers, walls, and abutments, or lays walks, curbstones, or special types of masonry, such as alberene (acid-resistant soapstone for vats, tanks, and floors. (861.381-038)

Tile Setter - Applies tile to walls, floors, ceilings, and decks. (861.381-054)

Track Moving Machine Operator - Operates vehicle that automatically moves and lays track or rails to construct, repair, or maintain railroad tracks or mining car tracks. (910.663-010)

Truck Crane Operator (Boom Truck) – Operates gasoline or diesel-powered crane mounted on specially constructed truck chassis to lift and move materials and objects. (921.663-062)

Truck Driver, Light - Drives truck with capacity less than 3 tons. (906.683-022)

Truck Driver, Heavy - Drives truck with capacity of 3 tons or more. (905.663-014)

Truck Driver, Mixer (Cement) - Drives truck equipped with auxiliary concrete mixer to deliver concrete mix to job sites. (900.683-010)

Truck Driver, Tractor Trailer - Drives gasoline or diesel-powered tractor-trailer combination, usually long distances, to transport and deliver products. (904.383-010)

Wheelman/Asphalt Distributor Tender – Tends bituminous distributor on rear of road-oiling truck that sprays tar, asphalt, road oils, and emulsions over highways, streets, and parking areas. (853.665-010)

Welder - Welders should be listed under craft to which welding is incidental.

Example - If welding on structural metal, the person should be reported as “Ironworker, Structural”

Appendix 4

Standard Industrial Classification²

The Department of Labor uses the Standard Industrial Classification (SIC) system to determine whether or not a business qualifies as construction based on the type of activity in which it is engaged.

For the Standard Industrial Classification Codes for construction, go to the following internet address:

<http://www.state.me.us/labor/bls/wagerateconst.htm>

If you are unable to access the information via the web site, contact this office at the numbers listed on the back of the title page.

²Executive Office of the President, Office of Management and Budget, *Standard Industrial Classification Manual* (revised 1987).

Appendix 5

Title 26 MRSA §§ 1301 –1315

CHAPTER 15

PREFERENCE TO MAINE WORKS AND CONTRACTORS

(HEADING: RR 1995, c. 2, §64 (cor))

This is the section of the law that governs the data collection for the Prevailing Wage Rate Program and the setting of wages.

The Prevailing Wage Rate Law can be found on the internet at:

<http://janus.state.me.us/legis/statutes/26/title26ch15sec0.html>

or at: **<http://www.state.me.us/labor/bls/wagehour.htm>** (click on ‘prevailing wage on state construction projects’)

Appendix 6

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

12 DEPARTMENT OF LABOR

170 BUREAU OF LABOR STANDARDS

Chapter 13: RULES GOVERNING THE ESTABLISHMENT AND USE OF FAIR MINIMUM WAGE RATES
ON STATE CONSTRUCTION PROJECTS

Summary: The purpose of this Chapter is to establish definitions and procedures to ensure the consistent and fair administration of the Minimum Wage Rates on State Construction Projects Law as presented in Title 26 MRSA §§ 1304 - 1315.

Section 1: Definitions

For purposes of the law and these rules, the following words have these meanings:

- A) "Appropriate circumstances", in relation to determination of a statewide market for a trade, means conditions of the labor market for the trade are such that a local or area rate cannot be determined using the procedure in Section IV(A)-(B).
- B) "Benefits" means payments, other than wages, made to a worker or to a defined contribution plan or other third party on behalf of the worker. Benefits includes, but is not limited to, health and welfare contributions, pension, individual retirement account or other retirement contributions, vacation and other accumulated leave, *per diem* in lieu of wages, and registered apprenticeship training and education. Benefits does not include any payments required by law or provision of goods or services primarily for the benefit or convenience of the employer, such as general training or use of a company vehicle for work-related use.
- C) "Board" means the Minimum Wage Rate on Construction Projects Board as established in Title 26 MRSA § 1307-A and constituted in this chapter.
- D) "Bureau" means the Bureau of Labor Standards within the Department of Labor.
- E) "Contractor" means an owner, executive, or manager of a company performing work in the construction industry.
- F) "Days", as used in conjunction with the appellate process, means business days as scheduled by the Bureau.
- G) "Director" means the Director of the Bureau of Labor Standards.
- H) "Filing date" means the day on which the official wage determination is sent to the requesting public agency or its representative by mail, facsimile, or other electronic transmission.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

- I) "Like construction" means the categories of construction as enumerated in Section III. In establishing these categories the Bureau will use the Standard Industrial Classification (SIC) system adopted by the U. S. Office of Management and Budget in 1987. The Bureau may combine classifications at different levels based on Davis-Bacon usage, advice of the Board, and accepted opinions of other experts in the field.
- J) "*Per diem* in lieu of wages" means payments to a worker to cover personal expenses, that include, but are not limited to, meals, travel, and lodging, where the employer does not require a receipt or other documentation of actual expenses incurred by the worker.
- K) "Registered Apprentice" means a person who is employed in a craft recognized as an apprenticeable trade and is registered by the Bureau of Apprenticeship and Training of the U.S. Department of Labor as employed in accordance with the standards established by that Bureau, or is registered by the Bureau of Employment Services of the Maine Department of Labor and is employed in accordance with its standards. Registered Apprentice does not include the holder of an apprentice license as issued by the Maine Department of Professional and Financial Regulation.
- L) The term "2nd and 3rd week of September" means the 14 calendar-day period beginning the Sunday after Labor Day.
- M) "Temporary or emergency repairs" means construction activities that must be undertaken immediately upon discovery of the problem or the occurrence of the incident that caused the damage so as to prevent further damage or because the damage poses a threat to health and safety.
- N) "Trade" means a construction work activity engaged in by an individual worker. In establishing trade definitions the Bureau will be guided by the Dictionary of Occupational Titles as published by the U. S. Department of Labor, Employment and Training Administration, revised in 1991. The Bureau may also be guided by Davis-Bacon usage, advice of the Board, and accepted opinions of other experts in the field.
- O) "Wages" means payment(s) to the worker for work performed and includes bonuses and other payments based on work performance in accordance with Bureau and U. S. Department of Labor interpretations.
- P) "Worker" means a person engaged in a construction trade that is eligible for coverage under a wage determination. It includes a work leader with some supervisory responsibility but whose primary responsibility is trades work.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

Section II: Board of Minimum Wage Rates on Construction Projects

- A) The Board will consist of eight members to be appointed by the Director as follows:
 - 1) A worker, not covered by a collective bargaining agreement, engaged in a building construction trade;
 - 2) A worker, covered by a collective bargaining agreement, engaged in a building construction trade or the representative of a union covering a building construction trade;
 - 3) A worker, not covered by a collective bargaining agreement, engaged in a highway or heavy and bridge construction trade;
 - 4) A worker, covered by a collective bargaining agreement, engaged in a highway or heavy and bridge construction trade or the representative of a union covering a highway or heavy and bridge construction trade;
 - 5) A building contractor that is not a signatory to a collective bargaining agreement;
 - 6) A building contractor that is a signatory to a collective bargaining agreement;
 - 7) A highway or heavy and bridge contractor that is not a signatory to a collective bargaining agreement; and
 - 8) A highway or heavy and bridge contractor that is a signatory to a collective bargaining agreement.
- B) The Director serves as chair of the Board. The Director may designate a person from the Bureau staff to preside as chair in the Director's absence.
- C) The Director shall designate a person from the Bureau staff to serve as Secretary to the Board.
- D) The Director shall call a minimum of two meetings a year. The Director may call additional meetings as he or she deems necessary. The Director or his or her designee will set the agenda for each meeting.
- E) The Board will provide advice through discussion and consensus.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

Section III: Construction Industry Classification

- A) Classification for purposes of survey response and wage determination must be done at the project level.
- B) There will be three industry classifications: Building Construction, Highway Construction and Earthwork, and Heavy and Bridge Construction. Building Construction will be subdivided into two subcategories as described below.
- C) Building Construction will include those construction activities listed in SIC 15 Building Construction - General Contractors and Operative Builders;
 - 1) The Building I subcategory will include the construction of single and two-family homes.
 - 2) The Building II subcategory will include the construction of all other buildings and structures in SIC 15 not otherwise classified in (1) above.
- D) Highway Construction and Earthwork will include those construction activities listed in SIC 161 and those activities from SIC 162 listed below:

athletic fields bridle paths brush clearing and cutting clearing of land cutting right of way drainage earthmoving, not in conjunction with other construction golf courses land leveling	land reclamation manholes pond construction soil compacting tennis court construction trail building trailer parks/campgrounds trenching, not in conjunction with other construction
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- E) Heavy and Bridge Construction will include those construction activities in SIC 162, except those listed in (D) above.
- F) Construction activities listed in SIC 17 Construction - Special Trades Contractors will be classified based on the classification of the project on which the work is being performed (e. g. workers employed by an electrical contractor, SIC 173, working on a building project would be classified in Building. If working on a sewerage treatment plant project these same workers would be classified in Heavy and Bridge).
- G) If, during the two-week period, a worker is employed on two or more projects that could be classified in different industries, the worker must be reported in the industry in which the worker worked the greatest number of hours. If this cannot be determined, the worker will be reported as working in the primary industry of the company.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

Section IV: Determining Locality

- A) The locality for purposes of a wage determination will be the county where the construction will be performed and all immediately adjacent counties, provided that at least two-thirds of the wage rates can be based on data from this area.
 - 1) To establish a prevailing wage rate for a trade there must be 10 or more workers in that trade.
- B) If the above does not result in at least two-thirds of the wage rates being based on data from this area, counties adjacent to this area will be added, starting with the county with the greatest construction industry employment, until the two-thirds standard is met.
- C) Trades for which a determination cannot be made using the above method are presumed to have a statewide market and will have a determination made based on data from all employers in that industry.
- D) If, during the two week period, a worker is employed on two or more projects in the industry selected in accordance with Section III, the worker must be reported at the site on which the worker worked the greatest number of hours. If this cannot be determined, the worker will be reported as if working at the company location where he or she regularly reports.

Section V: Wage Calculation and Reporting

- A) An employer shall report on the survey an hourly wage on all workers that worked during the two-week period. An individual worker should only be reported once at the site determined according to Section IV(D).
- B) Bonuses and other wage payments not based on an hourly rate must be converted to an hourly rate and added into the regular hourly rate. The amount of the bonus or other wage payment must be divided by the hours the worker worked during the period covered by the bonus or other wage payment (e.g., an annual bonus must be divided by the total hours worked during the year by the worker receiving the bonus).
- C) If, during the two week period, a worker receives pay at two or more rates on the project in the industry selected in accordance with Section III, the rate at which the worker worked the most time must be reported. If this cannot be determined, the highest rate the worker was paid for work on the selected project must be reported.

Section VI: Benefit Calculation and Reporting

- A) An employer shall report on the survey an hourly benefit rate on all workers that worked during the two-week period and received a benefit. An individual worker should only be reported once at the site determined in accordance with Section IV(D) and at the benefit rate associated with the pay rate selected in accordance with Section V.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

- B) Benefits not paid or valued on an hourly rate must be converted to and reported as an hourly rate. The conversion will be accomplished using the following formula:

$(C/H) \times F = \text{Hourly Benefit Rate}$, where

C equals the cost or value of the benefit for some period

H equals the yearly hours worked by the worker

F is the time period adjustment factor;

If C is the annual cost, F equals 1,

If C is the quarterly cost, F equals 4,

If C is the monthly cost, F equals 12,

If C is the biweekly cost, F equals 26,

If C is the weekly cost, F equals 52.

- C) If, during the two week period, a worker receives benefits at two or more rates at the benefit rate associated with the pay rate selected in accordance with Section V, the rate at which the worker worked the most time must be reported. If this cannot be determined, the highest rate the worker was paid for work during the period must be reported.

Section VII: Wage and Benefit Relationship

- A) The median rate for wages and for benefits will be determined separately.
- B) A contractor shall pay each worker on a covered project at least the prevailing hourly wage rate, as determined by the Bureau for that project, for the trade(s) within the construction industry category or categories in which the worker is employed.
- C) A contractor shall provide benefits to each worker on a covered project at least at the prevailing hourly benefit rate as determined by the Bureau for that project for the trade(s) within the construction industry category or categories in which the worker is employed.
- D) A contractor may comply with the requirement in (C) if the contractor is in compliance with (B) and the total of the hourly wages and benefits paid by the contractor is equal to or exceeds the total of the prevailing hourly wage and benefit rates as determined by the Bureau for that project for the trade(s) in which the worker is employed.
- E) Records of employee benefits paid shall be recorded on a per hour basis as presented in Section V1.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

Section VIII: Issuance of Determinations

- A) Requests for determinations must be filed on forms provided by the Bureau.
- B) If a wage determination request involves construction from more than one category of construction, the Bureau must issue separate determinations for each category where the estimated cost of that part of the construction exceeds \$50,000.
- C) A public agency or its representative must include a statement in any bid notice that the project is covered by a wage determination. The bid package must contain the wage determination(s) for the project. The contract with the winning bidder must include the wage determination(s) and a provision that the contractor will provide the wage determination(s) to all subcontractors.
- D) A copy of the determination(s) for a project must be kept posted at the work site by the contractor and by all subcontractors at a prominent location, easily accessible by their workers.
 - 1) On a project where there is no such location (e. g., a rural road resurfacing project) a contractor or subcontractor may comply with this requirement by providing each worker with a copy of the wage determination within the first full day that the worker works on that project. The contractor or subcontractor must be able to document that each worker has received a copy of the wage determination.

Section IX: Enforcement

- A) Enforcement of these rules and the laws upon which the rules are based will be the responsibility of the Bureau of Labor Standards, under the direction of the Director.
- B) Each contractor and subcontractor shall have payroll records available to a Bureau representative on each site covered by a wage determination. The records must be current to within three days of the latest pay period that was paid by the contractor or subcontractor. These records must be retained, preserved, and open to inspection by the Bureau for at least three years following the completion of the project. 1) A contractor or subcontractor may comply with this provision by keeping the records for a site at a location within 10 miles of the site.
- C) The records must, at a minimum, contain the name, trade or job title, hourly wage rate, benefit rate(s), total wages paid, and total benefit(s). paid for each of that employer's workers that worked on the site, for each payroll period.
- D) The trade listed on these records is not binding on the Bureau. The trade for which a worker should be paid may be determined through interviews with the affected worker(s), any co-workers, or any supervisors who are working or have worked on the site.
- E) Each day a worker is not paid in accordance with the law and these rules, is a separate violation.

Appendix 6, continued

**Rules Governing the Establishment and Use of Fair Minimum Wage Rates
on State Construction Projects**

Section X: Effect of Rules

These rules will be effective five days after filing with the Secretary of State, except that they will not control in any way any survey conducted prior to the filing of these rules, the use of any data from such surveys, nor any prevailing wage and benefit determinations based on such surveys.

STATUTORY AUTHORITY: 26 MRSA §§ 42 and 1304-1315.

EFFECTIVE DATE:
October 7, 2001